



Iskren Svetlozarov Vichev (Искрен Светлозаров Вичев)

Advisor Sales Solutions

FY21 Year-End Performance Review NC

Organization: Operations & Integration Solutioning & Commercial Functions 7 (Lubos Lokner)

Manager: Lubos Lokner

Location: SOV02 - Sofia Business Park B8

Evaluated By: Lubos Lokner

04/01/2020 - 03/31/2021

Overall

Manager Overall Evaluation

Rating: Exceeds Expectations

Comment: Iskren Vichev joined my team Sept 2021 - he came from Iva Dincheva team after DXC reorganization and S&CF move to Delivery

He is a top talent, **Azure SLA** with many years of experience in solutioning. He is a digital solutioning resource.

He has full Azure certification and this FY21 participated in NCE Skills improvement program. As part of that program he planned exam for PMI-ACP (Agile).

He has a Full Stack SLA skillset, with a current primary focus on e2e Public Cloud Azure solutioning. He was leading and solutioning the Consumer Electronics Retail Customer deal.

During this FY he supported 6 deals and helped win ~12.4M Eur TCV as per official report and 4+ deals are still in Open status. Many other deal-related activities he supports without LMS. He provides deal consultancy or advisor help. He supported Large Insurance Company account after contract signature to successfully start new account services for Azure. He helped to define a flexible digital delivery model for the Uniper deal (BIONIX Digital Operations Model - Uniper IT GmbH [Won])

Overall total Utilization for this FY is currently ~ 115%.

Iskren helps other Azure architects. He has a very good presentation and communication skills.

He is out-of-the-box thinker, has a very good technical knowledge and good business knowledge. He received many positive feedbacks.

He is a key Azure resource for DXC NCE region going forward.

Employee Overall Evaluation

Comment: This year brought disruption and uncertainty for everyone. It's not an easy year for DXC, but despite the hardship all clients were facing, we were able to generate Revenue, and I'm optimistic about DXC future. The changes DXC has been going through are made possible by the employees who made the difference.

Acknowledgement

Employee

Entered by: Iskren Svetlozarov Vichev (Искрен Светлозаров Вичев) (75015556)

Date: 05/20/2021

Status: Acknowledged

Goals

1. Enable Sales to meet service line growth targ

Enable Service line growth Target.TCV target achievement thru Solutioning qualified deals in Region.

Measurement: TCV Supported

Due Date: 03/31/2021

Status: In Progress

Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment:

FY21 was challenging to all enterprises as the COVID crisis brought a **major business disruption**; and **DXC with our customers** had to undertake organizational changes and adapt to the new ways working.

In spite of business reluctance to to invest due COVID uncertainty, **I enabled service line growth** by supporting several key high contract value engagements

I supported **some of the highest TCV engagements in Region** and have contributed to TCV Target achievement as far this depends on me, so I should have good results here:

- **TCV targets** are attained at **107% per Xactly reports** (report attached)
- **TCV quota** achievement of **\$837,XXY,5Z8.86** according to the report, which excluded Q4 results.

Based on **LMS reports**, the total **TCV of the Deals** in NCE I supported on is **\$ 61Y,639,ZZ1.29** (LMS report showing deal supported)

- [Xactly Report](#)
- [LMS Report Opp-ty Detail](#)
- [Large Energy Customer RFP - Price-To-Win Data Point](#)
- [Accenutre Pricsheet](#) (Large Energy Customer RFP - Slide 106; Azure Policy Framework)
- [Large Energy Customer Pursuit Feedback](#) from Kristof (kristof.vanautreve@dx.com)

Some of the **key engagement** in terms of highest TCV include:

1.Opportunity Name: Large Insurance Company / Project Service Provider

SFDC ID: OPX-XXXXXXX

Deal TCV: **\$ 18X,3Y8,449.94**

Status: **Won**

My Role:

- I was in charge the **Large Insurance Company Azure Landing Zone** solution when **the Deal was Signed**. It was handed over to me by a former colleague - George Novtekov - who was on vacation at the time.
- At the time **we had a major staffing problem**, as the DXC Corporate Plans at the time involved workforce reduction as a means of addressing operating losses caused by the Covid crisis.
- I helped the Solution lead with the **Post-Pursuit handover** and **followed up actions** as promised to the client, including SAP Hana Sandbox deployment which was done by me and the Solution due to lack of initial resources.
- I kick-started **the Azure Project** and I supported the Large Insurance Company T&T PMO in addressing various challenges around PDXC ServiceNow and client regulatory compliance needs.

2. Opportunity Name: Large Energy

Customer- Neo - new contract

SFDC ID: OPX-0020744751

TCV: **\$126,337,948.33**

Status: Lost

My Role:

- **This deal required a lot of attention** and hard work by the NCE top architects in the region in the effort of retaining the long time customers. Although they had already decided to go with Wi Pro, they still wanted to give DXC a chance.
- Kristof asked me to join the Large Energy Customer Pursuit to identify the right **Azure approach**; and see if we could apply the Uniper Engagement Model or do anything else to give DXC a competitive edge.
- At the time, the COVID outbreak was unravelling, but I still **travelled** to Germany several times for **client meetings and workshops** while watching out the covid death toll numbers rising until all travel was banned.
- **Large Energy Customer used their Wi Pro contract for the RFP** basis and it was a challenge for DXC to respond with its standard Offering. I made sure we gave a compliant solution at the **right price**.

- I found **Accenture Pricing on Slide 109** of the Large Energy Customer Azure Policy Framework doc in the RFP, and I workedhard to identify an approach to level the costs to the right price.
- The deal was lost due to high T&T cost to SRA with PDXC, and more importantly, the effort required on E.On's end for something they perceived as RFP deviation. (PDXC

3. Opportunity Name: **BMW/ AD Bob Robotic Drive**

SFDC ID: OPX-0020745515

TCV: **\$ 90,9ACC,611.92**

Status: Lost

My Role:

- BMW was a continuation of BMW's request to expanded the **AD-vantage platform**, where the **Cloud backup solution** was designed by me. The service was requested as Optional at the time and was going to be implemented as part of the Bob request..
- I worked with client and the Robo Drive pod to **further elaborate Backup service requirements** he approach and I deailed the **T&T plans** for it's implementation.
- The deal was stopped **only due to BMW suffering a major busines disruption** due to the COVID crisis. DXC was the sole Bidder and the only reason for not signing was the Covid crisis.
- The **Cloud Backup solution** is now considered integral **part of the DXC Robo Drive** offering and is **included by default** in Robo Drive deals.

4. Client / Pursuit: **Big Car Manufacture Robotic Drive - Car Manufacturer #2 Group ADP E2E platform service**

SFDC ID: OPX-0020681931

TCV: **\$ 8X,352,432.69**

Status: 04A - Develop Solution

My role:

- Being recognized as an **Azure and Robo Drive SME**, I have been the Big Car Manufacturer 2 pursuit and in virtually other Robo Drive engagements in the pipeline, often respond to urgent queries without formal assignment.

- In the **Big Car Manufacturer 2** engagement, **Microsoft** tried to **compete against DXC** not honoring their **GTM commitment** and using an **artificially engineered volume sheet** with unrealistic volumes trying to convince Big Car Manufacturer 2, that they get the e2e service.
- I helped **respond to the threat** by producing the Azure estimate and assisting the team in disproving the MSFT offer that was shared provided to DXC by Big Car Manufacturer 2.
- I also **escalated this** to Patty Wilkey in case is a **Microsoft violation of NDA or**

5. **DXC Deal Quality Deals Supported**

Status: 3 Won

Additional TCV: \$ 121,XXX,XXXX.64

My role:

- I always provide quality support to **any deal regardless of the TCV** and I don't believe KPI is measuring my performance in any way.
- I worked on many, generating and securing the DXC revenue for the years to come.

Deals include:

- **Multi-National Manufacturing Customer SE & Co. KGaA** - OPX-XXXYYYYZZZ
- **Uniper IT GmbH** - OPX-XXXYYYYZZZ - Amazing client transformation journey!
- **Car Manufacturer #3 AG Lindau** - OPX-0020848163
- **Optical Retailer IT Services B.V.** - two deals
- OPX-YYEEDFGGTR and OPX-AFERERAE; the 2nd was Won following my advice on how to secure the revenue of the 1st deal.
- **Car Manufacturer #4, a.s.** - OPX-0020539636
- **Pharmaceutical Industry Pharmhandel GmbH & Co KG**
- OPX-0020930054
- **Consumer Electronics Retail Customer**

6. **Additional Non-NDA (AMS) TCV Deals**

- **Business Support Europe GmbH** - Additionally, I was invited 2 times by a US

AMS Deals Supported:

- Clinical Research Corp - OPX-00208490XXSEE88 - **TCV \$ 500,000,003.00 (\$500M!!!! TCV)**

- Biopharmaceutical Customer International
- OPX-0020848764
- TCV **\$ 50,647,031.26**

AMS Region TCV Supported:
\$550,647,034.26

Biopharmaceutical Customer is currently in Contract Negotiations - I had too many NCE engagement to support a different time zone. After advising with Lubos, I told the Biopharmaceutical Customer Solution Lead I can't do both NCE and AMS deals at the same time ; and the assignment had to be approved by Laila Kariman.

Nevertheless, adding to the NCE TCV of at least \$618M, there were these extra 2 AMS deals with a TCV \$550M, where I was asked to provide support. This is only the beginning of the Q4, so there will be more to come.

Summary:

Xactly Target: **107%**
Xactly TCV: **\$837,5XX,528.86**
LMS TCV of Deals Supported: \$
616,XXX,221.29

2. Deliver Service Line growth.

Meet or Exceed TCV/ABR Won targets for the Service line in Region.
Measurement: TCV Won

Due Date: 03/31/2021 Status: In Progress Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: I contributed to the DXC revenue in FY21:

1. Large Insurance Company / Project Service Provider

SFDC ID: OPX-XXXXXXXXX

Deal TCV: \$
184,3XY,ZZ9.94 Status:
Won

My Role:

- I was in charge the Large Insurance Company Azure Landing Zone solution when **the Deal was Signed**. It was handed over to me by a former colleague - George Novtekov - who was on vacation at the time.
- At the time **we had a major staffing problem**, as the DXC Corporate Plans at the time involved workforce reduction as a means of addressing operating losses caused by the Covid crisis.
- I helped the Solution lead with the **Post-Pursuit handover** and **followed up actions** as promised to the client, including SAP Hana Sandbox deployment which was done by me and the Solution due to lack of initial resources.
- I kick-started **the Azure Project** and I supported the Large Insurance Company T&T PMO in addressing various challenges around PDXC ServiceNow and client regulatory compliance needs.
- I am still being engaged in calls related to Azure zone.

2. Uniper IT GmbH/ Bionix

Digital Operation Model

SFDC ID: OPX-XXXXYYZZZ

Deal TCV: \$ 29,6ZZ,XX.Y1

My Role:

- This was an amazing DevOps journey, which started with an extremely unhappy customer trying to get rid of DXC; and it ended with improved collaboration; improved service quality and Contract signature on the client side.
- It all started with Envision workshop last year in Nov in Ratingen. This was a two full day workshop with over 30 people from DXC and the client.
- Uniper were transforming their delivery organization to adopt a **DevOps delivery model**, which came as an outcome of a few prior engagements, where we found that client does trust our standards, but they appreciate closer collaboration. The new Uniper Delivery Model put the client on the driver seat to have them prioritize and direct the service development for Uniper.

- The goal of **the Envision workshop** was to kickstart the DevOps Kaizen by understanding the client vision for the future and create a **joint Product backlog** out of it. The Envision workshop would have the client and the Account delivery jointly populate a whiteboard where we had sections for "What worked well" and "What could be better". (see slides)
- My role was to provide an external view and identify items where **DXC can provide value on Azure** being the strategic landing zone for Uniper.
- It was a dark and gloomy vision from Uniper about DXC losing big time and them getting rid of us. They kept complaining about the challenges they have with our services; we listened, took notes and proposed different approaches to tackle these.
- The result was a **list of actionable service improvements**, that if DXC acted upon, we get a Contract renewal. We turned each item into an Epic for the new joint **Product backlog**.
- We took actions to **improve these services** in the problem areas; and that's how we got **contract renewal**.
- While Uniper started with Azure out of scope for DXC, I found an area where DXC can be of value - the cloud native **App modernization epic**.
- This was essentially what is now called the **IT Modernization Storyline**, although it didn't the concept was developed much later perhaps based on feedback from us
- Uniper's head of Azure Cloud Management said their are having the Application owners migrate the apps themselves to Azure; but most of them used the lift and shift approach, which was **not cost effective**.
- Initially, I was the **owner of the App modernization epic** and I identified a few apps which could be transformed to save Azure cost directing the account to move on.

Sharing Uniper success story:

- As soon as I was back from the Envision workshops, I shared my experience **with the SLA team** and presented this new DevOps approach to transforming delivery.
- **When the deal was signed**, I though a story with happy ending worth sharing with **the wider DXC**.
- Last month, I **had a call with the DevOps guild** to discuss a potential session about the Uniper delivery model.
- This was quickly **identified as worth sharing**, and we had the Uniper Delivery Model presentation a week after my call to action.
- Eventually, the **Uniper story was published** on the **corporate website**:
- [Corporate DXC website: Uniper Transformation white paper.](#)
- The was about 2-3 weeks after I had the call with DevOps guild.

More on Uniper:

- [Uniper Potential Guild session](#)
- [Uniper DXC Envision Workshop Outcomes.](#)
- [Uniper Delivery Model](#)
- [DXC Corporate Website Publication.](#)

3. Optical Retailer IT Services

B.V - 2+ Deals Won

SFDC IDs: OPX-YYEEDFGGTR;
OPX-XXXTT000SSS; OPX-AFERERAE and a few others resulting from my support. TCV: **\$11,828,123.44 ; \$308,370.71 ; \$ 27,337.89 and others**

(see link for Acct performance and below description below on my in growing the GV Account)

Optical Retailer FY21 Performance:

- [Optical Retailer Revenue Growth Performance FY21](#)
- [Optical Retailer Revenue in Pipeline](#)

My role:

- I started supporting Optical Retailer in **the Pursuit "RFP Full Stack management"** for their New Contract - OPX-YYEEDFGGTR.
- We **identified and recommended Azure** as the best landing zone for to the client.

- **Optical Retailer confirmed Azure will be the strategic landing zone** for the future, following our advice.
- We worked hard in a steep timeline and spent many **sleepless nights and two weekends** to change the entire solution approach and offer a competitive solution.

Optical Retailer **liked our offer**, but they postponed it due to **COVID uncertainty**. (see attached mail)

- **Extended the current VPC contract by an year.**
- **Account followed my advice and we Won a smaller deal on Azure** (OPX-XXXTT000SSS) ; as the strategic direction was already set in the Pursuit (OPX-YYEEDFGGTR)

Summary:

- TCV Won - **\$ 224,XXX,XXX.41** or more

3. Drive Improved Win Ratios

Separate measurement for renewal and new business

Measurement: Overall Win Rate % = Win TCV / (Win TCV + Qualified Lost Deals TCV + Qualified Cancelled Deals TCV)/ Individual/ Leader)

Due Date: 03/31/2021

Status: In Progress

Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: Although a number of two large TCV engagements I worked were cancelled or postponed **due to the COVID uncertainty** - **BMW AD Bob Robotic Drive** (TCV \$90M deal lost due to Daimler COVID disruption and BMW alliance breakup) - **Optical Retailer RFP Full Stack** (New Contract delayed TCV for FY22 - TCV \$12M).

Despite these **large TCV deals** lost or delayed **only due to COVID crisis**, and the fact that I am often assigned or asked to support small TCV deals, meaning this **KPI depends on Management decisions** and I **believe this KPI is incorrect** - NOT in my power AND NOT measuring my performance in any way.

Despite the above, I believe FY21 was good, given the fact that I got small deal assignments against my will:

Summary:

- TCV Won - \$ 2XY,2XX,040.41
- TCV Lost - \$ 2ZX,908,773.45

TCV Win Ratio =
45.10%

Source Data: LMS Report

COVID Crisis Impact:

**1. Optical Retail Customer -
Delayed New Contract
(OPX-YYEEDFGGTR) due to
COVID Uncertainly:**

- Optical Retail Customer **Letter** (announcing delay due to COVID crisis):

- My Advise to the Account on the Next Steps:

- Optical Retail Customer Account followed my Advise:

- Outcomes:

- **More Revenue** than the TCV of the deal I worked on.
- A **well baked deal** (OPX-YYEEDFGGTR) ready to be **signed in FY22**.

2. BMW Bob AD Robotic Drive

- **BMW / Daimler alliance breakdown** due to COVID, cancelling the Bob deal:

- Outcomes:

- **Cloud Backup Solution** was further elaborating with the client.
- **Transformation Plan** created.
- Solution became part of the **Robo Drive Offering**

4. Meet Billability/Recovery targets

Utilization -% of time to Sales for pre-sales and pursuits

Billability -% of time to Client/Account for onboarding activities

Measurement: (Account Chargeable Hours + Internally Chargeable Hours + Bid & Pre-Sales Hours) / (Available Hours - HSV)

Target: Aggregate recoverability 90% (either through utilization and billability)

Due Date: 03/31/2021

Status: In Progress

Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: I have been over-utilized the whole year, working over 40 hours a week, so results must be good here.

To give you an exam:

- **Oct 16th** - scheduled the **PMI-ACP exam** - the only week in FY21 when I could be less than **100% utilized, but I was 100%**
- **Oct 19th** - Consumer Electronics Retail **Customer assignment** -ignoring the time I was trying to book exam prep since August.

- **Nov 1st - Colleague Architect left DXC** - Large Insurance Company and Multi-National Manufacturing Customer officially assigned (I was backing him up on these deals the month before while he was on paid leave)
- **Nov 5th - new Optical Retail Customer deal** (OPX-XXXTT000SSS) , where the AGM brought me on a call with the client ; I told the client we should on-boarding Azure asap; and they agreed.
- **Nov 9th - Out of the Office** - due to personal engagement, the time off was communicated before the Consumer Electornics Manufacturer assignment.
- **Nov 15th- the PMI-ACP exam** - no exam per time for me..
- **Nov 23rd - Out of the Office** - due to personal health problems.
- **Nov 25th - Consumer Electornics Manufacturer RFP Presentation** -was not well prepared. Consumer Electornics Utilization Patterns (see attached PDF) per technical dive; but I had so many other stuff going on at this time

The point is whatever % shows under this KPI , my utilization this FY21 was unhealthy:

- **Not a single week** was I able to spend enough time to finish the prep work for PMI-ACP.
- **Consumer Electornics Manufacturer feedback on RFP Presentation** was - they expected more -I'm sorry but Large Insurance Company, Multi-National Manufacturing Customer and Optical Retail Customer were more demanding, and I really didn't have the time for another deal!!!!

5. Drive Strategic Initiatives

Drive strategic initiatives achieving higher solution throughput, quality and win rates

Due Date: 03/31/2021 **Status:** In Progress **Completion Date:**

Category: Strategic

Manager Evaluation

Comment:

Employee Evaluation

Comment: <-DXC SMART GOAL WARNING->
This KPI is NOT compliant with the DXC SMART goals! (it's NOT Measurable).

A. On Solution throughput:

- Above, I describe above the **solution throughput** that comes to me.(over 60 solution hours a week - unhealthy workload)
 - **Example Throughput Nov:**
 - **More Details on my Utilization:**
-

B. On Client Win rates:

1. Uniper IT GmbH/ Bionix Digital Operation Model

SFDC ID: OPX-XXXXYYZZZ

Deal TCV: \$ 29,XXX,XXX.81

My Role:

- This was an amazing DevOps journey, which started with an extremely unhappy customer trying to get rid of DXC; and it ended with improved collaboration; improved service quality and Contract signature on the client side.
- It all started with Envision workshop last year in Nov in Ratingen. This was a two full day workshop with over 30 people from DXC and the client.
- Uniper transformed their delivery organization to adopt a **DevOps delivery model**, which came as an outcome of a few prior engagements, where we found that client does trust our standards, but they appreciate closer collaboration. The new Uniper Delivery Model put the client on the driver seat to have them prioritize and direct the service development for Uniper.

- In the Envision workshop, I found an item where DXC could potentially add value on Azure - App modernization. In essence, what we now call the **IT Modernization Story** - the concept didn't exist at the time, except in my mind. Now we had trainings on IT Modernization, where many of the concept I came up with were made part of the CPS collateral
- Initially, **I was the owner of the App modernization Epic in the DXC-Uniper Joint Backlog** and I pointed a few apps to potentially be transformed to drive down Azure cost. The Account is moving on with this in the new contract.

Strategic Initiatives - Sharing Uniper success:

- As soon as I was back from the Envision workshops, I shared my experience **with the SLA team** and presented this new DevOps approach to transforming delivery.
- **When the deal was signed**, I thought a story with happy ending worth sharing with **the wider DXC**.
- Last month, I **had a call with the DevOps guild** to discuss a potential session about the Uniper delivery model.
- This was quickly **identified as worth sharing**, and we had the Uniper Delivery Model presentation a week after my call to action.
- Eventually, the **Uniper story was published** on the **corporate website**:
- The was about 2-3 weeks after I had the call with DevOps guild.

More on Uniper:

- [DXC Website White Paper: Uniper Transformation.](#)
- [DXC Potential Guild session Uniper- before publishing video on the DXC website white video; call to Action about Uniper in the DevOps Guild .](#)
- [The Uniper DXC Envision Workshop](#) - I'm the 2nd from left to right. on Slide 4 .
- [Uniper Delivery Model - Amazing! They did it!](#)

2. Optical Retail Customer IT

Deals Won

SFDC IDs: OPX-YYEEDFGGTR;
OPX-XXXTT000SSS; OPX-AFERERAE and a
few others resulting from my support. TCV:
**\$11,828,123.44 ; \$308,370.71 ; \$ 27,337.89
and others**

(see link for Acct performance and below
description below on my in growing the GV
Account)

Optical Retail Customer FY21 Performance:

- [Optical Retail Customer Revenue Growth Performance FY21](#)
- [Optical Retail Customer Revenue in Pipeline](#)
- ~~New Contract~~ [New Vision's letter](#) on Postponing the
- [My Advice on the way forward](#) to the AGM .
- [The AGM followed my Advice -signed Azure proposal.](#)
- They are **facilitating the T&T plan** we envisioned in the Pursuit.
- The **\$12M deal** will be signed in FY22.

My role:

- I started supporting **Optical Retail Customer in the Pursuit "RFP Full Stack management"** for their New Contract - OPX-YYEEDFGGTR.
- We **identified and recommended Azure** as the best landing zone for to the client.
- **Optical Retail Customer confirmed Azure will be the strategic landing zone** for the future, following our advice.
- We worked hard in a steep timeline and spent many **sleepless nights and two weekends** to change the entire solution approach and offer a competitive solution.

Optical Retail Customer **liked our offer**, but they postponed it due to **COVID uncertainty**.
(see attached mail)

- **Extended the current VPC contract by an year.**
- **Account followed my advice** and we **Won a smaller deal on Azure** (OPX-XXXTT000SSS) ; as the strategic direction was already set in the Pursuit (OPX-YYEEDFGGTR)

C. On Solution Quality

In the **BMW BOB deal**, I worked with the

client and the AD pod to **detail the Cloud backup solution:**

- **Requirements were detailed** as BMW was going to order services
- Corresponding **T&T plans and cost models** were created.
- This is now part of the **Standard Robo Drive Offering** and is **included by default** with the services.
- In the Conti deal I trained Nedi Krastev on the Cloud Backup Solution and I'm still helping him, so I'm not only one knowing the Robo Drive Cloud Backup solution.

Improving Quality:

While the workload has been at unacceptable levels, I have given all deals the best I was able provide at the time often and I worked weekends and late nights just so DXC has a chance.

The quality of my work could improve if I'm **allowed enough time** needed to work on my deal assignments.

LMS Comments :

- **10/26/2020 - Consumer Electornics Manufacturer - Iskren** - *"This deal needs an **Azure SLA, at 100% of the time.** Forecast based on Bid timeline if I do the work."*
- **10/28/2020 - Large Insurance Company - Iskren** - *"Helped Patrick Mailender with an **Azure sandbox set up.**"*
- **11/2/2020 - PMI-ACP- Iskren** - *"Have to take thge PMI-ACP **in the next two weeks** to avoid AMEX late payment fees. **My training reservation was not honored** by deal assignments **so far.**"*
- **11/2/2020 - Multi-National Manufacturing**

Sample, -if I 100% of my time and not 150%, I believe could do better at a decent prospective customer with Panasoic. I could probably pass pass PMI-ACP, just give me one week of breathing space this year and I will pass.

But this workforce reductions and people leaving and so much for the ones left - DXC will not win new business like that.

6. Certification

Achieve at least 1 relevant certification

Due Date: 03/31/2021

Status: In Progress

Completion Date:

Category: Personal

Manager Evaluation

Comment:

Employee Evaluation

Comment: Preparing for PMI-ACP was a challenge with over 120% utilization:

- 10/26/2020 - Consumer Electronics Retail Customer - Iskren - "This deal needs an Azure SLA, at 100% of the time. Forecast based on Bid timeline if I do the work."
 - 10/28/2020 - Large Insurance Company - Iskren - "Helped Patrick Mailender with an Azure sandbox set up."
 - 11/2/2020 - PMI-ACP- Iskren - "Have to take thge PMI-ACP in the next two weeks to avoid AMEX late payment fees. My training reservation was not honored by deal assignments so far."
 - 11/2/2020 - Multi-National Manufacturing Customer - prasad.madduri@dxc.com - "Extension"
 - 04 Feb 2021- PMI-ACP - Iskren - PMI-ACP rescheduled twice and
 - Oct and Nov utilization:
 - [Tfmcas2MyEjpw?](#)
 - PMI-ACP Results:
-
-

-
- **Pharmaceutical Industry Pursuit - Weekend Work - Feb 14th**
 -

PI am **self-funding the second attempt at PMI-ACP** and I won't go in the exam room until I have **10 hours in 1 week** to spend on exam prep so I'm confident that I pass.

Currently PMI-ACP is scheduled for **March 20th** and this **item remains "In Progress"**. I was considering AZ-204 for the self-evaluation sake (which I could pass with little effort), but I had not time for that either.

7. End to End Solutions

Support end to end solution on deals

Due Date: 03/31/2021 **Status:** In Progress

Completion Date:

Category: Personal

Manager Evaluation

Comment:

Employee Evaluation

Comment:

~~As mentioned above, . MY solution go far beyond the scope of my assignments.~~
Uniper, Optical Retailer, the Automotive Industry
- these solution took many months of development
- Uniper was over two years me working with the Account. You don't see these in LMS, but the good results come with good work and commitment and it usually longer than a deal assignment.

I usually do my End-to-End solution work as a side work from my deal assignments in LMS. For example, if I didn't join the call with Optical Retailer in Nov, I would not win OPX-XXXXT000SSS; this opportunity didn't exist at the time when I talked to Optical Retailer. And I worked with Optical Retailer 3 months prior to that call in Nov when I supposed to work for Consumer Electronics Retail Customer, Large Insurance Company, Multi-National Manufacturing Customer and you name in LMS.

Please consider this - you don't get a Win for

a 2 week deal assignment - **sometimes it takes Years like to develop and sell a successful end-to-end solution.**

You don't see this in LMS - the End-to-End solutions - deal assignment may come from time to time around my end-to-end solutions, but that's a small part of the story.

Accelerate Growth

Create winning ITO/Cloud Solutions

Due Date: 03/31/2021

Status: In Progress

Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: I may be repeating myself, but:

1.Opportunity Name: Large Insurance Company / Project Service Provider

SFDC ID: OPX-XXXXXXXX

Deal TCV: \$ 184,348,449.94

Status: **Won**

My Role:

- I was in charge the Large Insurance Company Azure Landing Zone solution when **the Deal was Signed**. It was handed over to me by a former colleague - George Novtekov - who was on vacation at the time.
- At the time **we had a major staffing problem**, as the DXC Corporate Plans at the time involved workforce reduction as a means of addressing operating losses caused by the Covid crisis.
- I helped the Solution lead with the **Post-Pursuit handover** and **followed up actions** as promised to the client, including SAP Hana Sandbox deployment which was done by me and the Solution due to lack of initial resources.
- I kick-started **the Azure Project** and I supported the Large Insurance Company T&T PMO in addressing various challenges around PDXC ServiceNow and client regulatory compliance needs.

2. Opportunity Name: Large Energy

Customer - Neo - new contract

SFDC ID: OPX-0020744751

TCV: **\$136,337,948.33**

Status: Lost

My Role:

- **This deal required a lot of attention** and hard work by the NCE top architects in the region in the effort of retaining the long time customers. Although they had already decided to go with Wi Pro, they still wanted to give DXC a chance.
- Kristof asked me to join the Large Energy Customer Pursuit to identify the right **Azure approach**; and see if we could apply the Uniper Engagement Model or do anything else to DXC a competitive edge.
- At the time, the COVID outbreak was unravelling, but I still **travelled** to Germany several times for **client meetings and workshops** while watching out the covid death toll numbers rising until all travel was banned.
- **Large Energy Customer used their Wi Pro contract for the RFP** basis and it was a challenge for DXC to respond with its standard Offering. I made sure we give a compliant solution at the **right price**.
- I found **Accenture Pricing on Slide 109** of the Large Energy Customer Azure Policy Framework doc in the RFP, and I worked hard to identify an approach to level the costs to the right price.
- The deal was lost due to high T&T cost to SRA with PDXC, and more importantly, the effort required on E.ON's end for something they perceived as RFP deviation. (PDXC)

3. Opportunity Name: BMW/ AD Bob Robotic Drive

SFDC ID: OPX-0020745515

TCV: **\$ 90,936,611.92**

Status: Lost

My Role:

- BMW was a continuation of BMW's request to expand the **AD-vantage platform**, where the **Cloud backup solution** was designed by me. The service was requested as Optional at the time and was going to be implemented as part of the Bob request.
- I worked with client and the Robo Drive pod to **further elaborate Backup service requirements** the approach and I detailed the **T&T plans** for its implementation.

- The deal was stopped **only due to BMW suffering a major business disruption** due to the COVID crisis. DXC was the sole Bidder and the only reason for not signing was the Covid crisis.
- The **Cloud Backup solution** is now considered integral **part of the DXC Robo Drive** offering and is **included by default** in Robo Drive deals.

4. Client / Pursuit: Car Manufacturer #2 / Robotic Drive - Car Manufacturer #2 Group ADP E2E platform service

SFDC ID: OPX-0020681931

TCV: **\$ 84,352,432.69**

Status: 04A - Develop Solution

My role: Being recognized as an **Azure and Robo**

Drive SME, I have been the Car Manufacturer #2 pursuit and in virtually other Robo Drive engagements in the pipeline, often respond to urgent queries without formal assignment.

- In the **Car Manufacturer #2** engagement, **Microsoft** tried to **compete against DXC** not honoring their **GTM commitment** and using an **artificially engineered volume sheet** with unrealistic volumes trying to convince Car Manufacturer #2, that they get the e2e service.
- I helped **respond to the threat** by producing the Azure estimate and assisting the team in disproving the MSFT offer that was shared provided to DXC by Car Manufacturer #2.
- I also **escalated this** to Patty Wilkey in case is a **Microsoft violation of NDA or DXC Intellectual Property** rights.

5. Other Deals - 9 More Deals Supported

Status: 3 Won

Additional TCV: **\$ 121,647,777.64**

My role:

- I always provide quality support to **any deal regardless of the TCV** and I don't believe KPI is measuring my performance in any way.
- I worked on many, generating and securing the DXC revenue for the years to come.

Deals include:

- **Multi-National Manufacturing Customer SE & Co. KGaA** - OPX-YYYYYYY
- **Uniper IT GmbH** - OPX-YYYYYYY - Amazing client transformation journey!

- **Car Manufacturer #3 AG Lindau** - OPX-0020848163
- **Optical Retailer IT Services B.V.** - two deals
- OPX-YYEEDFGGTR and OPX-AFERERAE; the 2nd was Won following my advice on how to secure the revenue of the 1st deal.
- **Car Manufacturer #4, a.s.** - OPX-0020539636
- **Pharmaceutical Industry Pharmhandel GmbH & Co KG**
- OPX-0020930054
- **MLP AG** - OPX-0020826993
- **Consumer Electronics Retail Customer Business Support Europe GmbH** - OPX-0020861820

6. Additional Non-NCE (AMS) TCV Deals

7. Additionally, I was **invited 2 times by a US colleague** to support to **deals in the AMS** (as I prviously worked with him and he knew I'm up to the task):
AMS Deals Supported:

- Clinical Research Corp - OPX-00208490XXSEE88 - **TCV \$ 500,000,003.00 (\$500M!!!! TCV)**
- Biopharmaceutical International - OPX-XXE###RXXX
- TCV **\$ 50,647,031.26**

AMS Region TCV Supported:
\$550,647,034.26

Biopharmaceutical is currently in Contract Negotiations - I had too many NCE engagement to support a different time zone. After advising with Lubos, I told the Biopharmaceutical Solution Lead I can't do both NCE and AMS dealsat the same time ; and the assignment had to be approved by Laila Kariman.

Nevertheless, adding to the NCE TCV of at least \$618M, there were these extra 2 AMS deals with a TCV \$550M, where I was asked to provide support. This is only the beginning of the Q4, so there will be more to come.

Summary:

Xactly Target: 107%
Xactly TCV: **\$837,XXX,528.86**
LMS TCV of Deals Supported: **\$ 616,XXX,221.29**

Manager Evaluation

Rating: Exceeds Expectations

Comment: Iskren Vichev joined my team Sept 2021 - he came from Iva Dincheva team after DXC reorganization and S&CF move to Delivery

He is a top talent, **Azure SLA** with many years of experience in solutioning. He is a digital solutioning resource.

He has full Azure certification and this FY21 participated in NCE Skills improvement program. As part of that program he planned exam for PMI-ACP (Agile). Date is 20.03.2021

He has a Full Stack SLA skillset, with a current primary focus on e2e Public Cloud Azure solutioning. He was leading and solutioning the Consumer Electronics Retail Customer deal.

During this FY he supported 6 deals and helped win ~12.4M Eur TCV as per official report and 4+ deals are still in Open status. Many other deal-related activities he supports without LMS. He provides deal consultancy or advisor help. He supported Large Insurance Company account after contract signature to successfully start new account services for Azure. He helped to define a flexible digital delivery model for the Uniper deal (BIONIX Digital Operations Model - Uniper IT GmbH [Won])

Overall total Utilization for this FY is currently ~ 115%.

Iskren helps other Azure architects. He has a very good presentation and communication skills.

He is out-of-the-box thinker, has a very good technical knowledge and good business knowledge. He received many positive feedbacks.

He is a key Azure resource for DXC NCE region going forward.

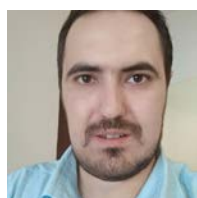
Employee Evaluation

Rating: Exceeds Expectations

Comment: As every years, this I did my best to serve the DXC's interested in from of customers and partners for a brighter future. I was able to grow DXC revenue and adapt my solution approach to business reluctance to invest. (e.g with the Optical Retailer Account).

If there is anything I could do even better, I would certainly do so in DXC if given the time. Workforce Reductions and Colleagues Leaving made it a nightmare to do quality work in DXC, but I'm keeping my aim to a brighter future and I'm confident that we make it happen.

For the record, I finished writing this Self-Evaluation in at 6:07 AM on 02/22/2021.



Iskren Svetlozarov Vichev (Искрен Светлозаров Вичев)

Advisor Sales Solutions

FY20 Year-End Performance Review NC

Organization: 65002891 Operations & Integration
Solutioning & Commercial Functions 2 (Iva Dincheva
(20286162))

Manager: Iva Dincheva (20286162)

Location: SOV02 - Sofia Business Park B8

Evaluated By: Iva Dincheva (20286162)

04/01/2019 - 03/31/2020

Overall

Manager Overall Evaluation

Rating: 1 - Exceeds All Expectations

Comment: Iskren is an embodiment of the top performing Solution Architect - demonstrated himself as a role model for DXC values, as a high performer on deals, Coach to the new and not so new comers, recognized by the deals as an excellent OSA and out of the box thinker, by Portfolio as an Expert and by his colleagues as a great team member. He develops ground breaking solutions and constantly thinks how to improve this company's working methods and processes, for which he deserves high acclaim! Thank you for being you :)

*Client interactions - multiple client meetings with Energy Utility Customer #2, BMW, Uniper and EON. Presented DXC at Hannover Messe, which generated a lot of follow up.

*Offering Growth (ABR): N/A

*Offering Feedback: supplies feedback to the offering on an ongoing basis, gather and constructs feedback in a very professional manner. This year there was also feedback to the regional CTO and other regional stakeholders on working methods, governance and opportunity process. Active contributor to the DevOps Guild.

*Solution Quality: Develops Out of box Solution - 6

*Stakeholder Satisfaction: Delivers on time with exceptionally high quality - 6

*Training and Certification: re-certified as Azure Architect in FY20

*Utilization: 89% YTD (Dec-19)

Employee Overall Evaluation

Comment: Overall, I believe this was a productive year and I look forward to closing it with more success stories as well as to further developing my career in DXC.

Acknowledgement

Employee

Entered by: Iskren Svetlozarov Vichev (Искрен
Светлозаров Вичев) (75015556)

Date: 05/28/2020

Status: Acknowledged

Comment:

Goals

Client Interactions

- Organize, contribute to and participate in key customer meetings (Reviews, Presentations, workshops, demos, Due Diligence)
- Customer meetings are expected to be held in all cases apart from where customer does not specifically allow contact

during procurement process.

- Effective use of customer facing skills e.g. Inquiry, Validate, Evidence, Confirmation.

Measurement

- Feedback from customer/bid team

- Meeting minutes

- Ride along from manager if possible

Targets

- Number of client interactions: 1 = 1; 3=3; 3 to 5 = 2; and > 5 = 1

- On a scale from 1 .. 5 an average feedback score of > 4

Due Date: 03/31/2020

Status: Completed

Completion Date:

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: In FY20, I took part in several client-facing meetings including the following:

- **Energy Grid Customer #1**
 - Due Diligence Workshops
- **BMW**
 - Meeting on Backup Service KPIs
- **Uniper**
 - CSP Presentation with Uniper and Microsoft;
 - File Service Migration Planning Workshops with Uniper and Microsoft
 - Envision Service Development Workshops with multiple stakeholder at Uniper including Vice President Hans Pezold
- **Energy Grid Customer #2**
 - Q&A and RFP Response Workshops

At the Hannover Messe, where I presented an **Azure IoT demo**, I also met a number of customers and generated a number of leads, including:

- **Mining Industry Customer #1!** - requested white papers
- **Mining Industry Customer #2** - were seriously interested submitted an RFI
- **Railway Company** - requested
- **SAP** - interested in partnering with us
- **Hitachi** - interested in using the service with their IoT devices
- **IoT Partner** - Interested in prototyping and manufacturing IoT sensors for DXC.
- **Multiple other prospective clients**

Offering Feedback

Provide periodic, quality and formal feedback to leader (or thru feedback loop) that will improve offerings, including regional variances that need to be addressed. Quarterly Written documentation of offering feedback to leader (or thru PKC feedback loop) which includes what is working well, what is not working well, recommendations, deal references, and impact.

Due Date: 03/31/2020

Status:

Completion Date:

Completed

Category: Strategic

Manager Evaluation

Comment:

Employee Evaluation

Comment: I am in constant touch with the Portfolio and the DXC Portfolio and Leadership regarding all deals ensuring they capture. The feedback loop is really important in terms of capturing customer demand and the ability of DXC to respond to the customer expectations is essential to driving new business.

Examples:

- I had a **meeting with Axel Szymanski** in August regarding the shift of customer expectations for Public Cloud and what the CTO Office could do to assist. We are continuing to see the same patterns in the client requirements.
- On the **Uniper Envision workshop** we discussed exactly what is working well and what could be better for their services. I passed this feedback to the leadership right after the workshop
- I gave **positive feedback for the Robo Drive Pod**, because I believe their approach of designing client centric end-to-end solutions - this is the way DXC wins new business and other pods should adopt some practices from the Robo Drive prod.

Offering Growth

Support Offering growth and ABR & CR target achievement thru solutioning winning deals Sold ABR & CR from MIDAS for deals assigned in LMS Performance relative to peers

Due Date: 02/05/2020

Status: Completed

Completion Date:

Category: Strategic

Manager Evaluation

Comment:

Employee Evaluation

Comment: I don't control what deals I get assigned on in LMS, so I don't think this target is fair.

OneGSC Execution

Ensure all operational processes, status reporting and administrative tasks are completed in a timely and accurate manner. Cross team collaboration across GSC Centers

- 1) Accurate and timely bandwidth/availability projections (LMS forecasting)
- 2) Compliance and accuracy on resource allocations and time booking in CATW and LMS
- 3) Vacation planning / back-up empowerment
- 4) GSCs teams (across Centers) operate as one organization:

- a) Collaborate on pursuits
 - b) Exchange knowledge
 - c) Cross skilling and upskilling via joint trainings & workshops
 - d) Joint projects & initiatives1 to 3: >90% compliance on all parameters
- 4a to c - Feedback from location leaders on cross-GSC pursuits
- 4d - Minimum 1 cross center project / initiative

Due Date: 03/31/2020

Status: Completed

Completion Date: 02/05/2020

Category: Personal

Manager Evaluation

Comment:

Employee Evaluation

Comment: Cross skilling and upskilling via joint trainings & workshops1) **Accurate and timely bandwidth/availability projections -**
I am punctual about my availability when asked by my leadership.

2) LMS and CATW
My LMS and CATW are up to date and I've kept it up to date throughout the year to the best of my ability.

3) Vacation Planning.

- I plan my vacation based on the assignments I get and I only go on vacation when possible - i.e. backup is possible to be onboarded.
- I always look for a back-up when I go on vacation and I always respond on urgent matters, despite being on vacation. There was at least one vacation when I onboarded a back-up this year.

4) GSC Team Members Operate as one Organization

a) Pursuits
I work closely with other team members in the pursuit to ensure that we are aligned. As of writing, I am preparing to travel again to Ratingen this week - to sit in the same room with the rest of the team and make sure we're aligned.

b) Exchange knowledge
I participate in the DevOps guild, where we share knowledge and best practices. I never turned down anyone asking for help, since helping colleagues is my pleasure.

c) Cross skilling and upskilling via joint trainings & workshops
I helped onboarding another two colleagues in GSC this year as part of the NCE Small Deal Factory formation initiative. I completed the course for AZ-500 and got a voucher to sit the exam by the end of February.

d) Joint projects & initiatives1 to 3: >90%

compliance on all parameters
I participated in a number of joint training and workshop initiatives with Microsoft and Red Hat.
I took part in all team buildings and other GSC initiatives.
I am not sure if the Azure Academy and the DevOps Guild are considered cross-GSC pursuits.

Solution Quality

Develop compelling solutions and solution components as a result of client and stakeholder interactions. Document and upload solution documentation/artefacts, including SOAP (where applicable), solution design components, solution standardization, and required documents in TSS. For won deals, provide adequate onboarding support and turnover to delivery. Ensure that winning solutions are not 'red' due to solution defects or onboarding issues.

100%• High quality artefacts / documentation in TSS on a timely basis for end to end deals supported, including:

- Client interactions tracked
- SOAP loaded into TSS
- HLS loaded into TSS
- Solution Blueprint loaded into TSS
- Adequate onboarding and turnover to delivery as measured by delivery stakeholders
- No 'red' engagements due to Solution Design as measured by Delivery Excellence team

Due Date: 03/31/2020 **Status:** Completed **Completion Date:** 02/05/2020

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: I keep TSS up to date in all deals where it was used to onboard delivery. The Offerings I worked with, did not raise any Red flags on the Opportunities I worked on.

Stakeholder Satisfaction & Solution Accountability

As an Offering Architect you are accountable for the CPS solution in deal. Make sure to act as a trusted advisor for key stakeholders from offering, sales, and delivery.

DXC Management:

- ** Reach out to Direct manager for issues with key deliverables in deals, inadequate staffing of deals, no/lack of support of core team in customer facing activities
- ** Reach out to offering managers/leads in particular for class A & B deals with complex solution or deviations from standard.
- ** Involve SE and direct manager when due to holiday's deal deliverables can't be met.

Bid team:

- ** inform Bid manager/SC when deal requires more support.
- ** agree and communicate team deliverables to all stakeholders.
- ** agree on deal timeline and set expectations to team.
- ** interlock with BM/SC on participation in customer events.
- ** Manage your team effectively: setup team meetings, create action plan...

Measurement

amount of escalations.

Target:

NO/Minimum amount of escalations.

Due Date: 02/05/2020 **Status:** Completed

Completion Date:

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: I am not aware of any escalations regarding my work.

Training, Certification and Development

- Complete required Offering training by end of fiscal year.
- Acquire Digital Professional Certification badge by end of fiscal year.
- Earn at least one new external certification by end of fiscal year and closeout all 'aged' certifications.
- Publish at least one DXC White Paper, Blog or Case Study on DXC Workplace or an external site.
- Complete corporate mandated training as per defined schedules.
- Develop and document Individual Development Plan (IDP) with direct leader and review semi-annually. % of required training completed on time as measured by SABA.

'Aged' certifications as specified in S&CF Certification Aging report.

DXC Blog, White Paper or Case Study published.

IDP documented, reviewed and signed by self and leader twice per year. • DXCU

- S&O Training/Certification Report

Due Date: 03/31/2020 **Status:** In Progress

Completion Date:

Category: Personal

Manager Evaluation

Comment:

Employee Evaluation

Comment:

- **Complete required Offering training by end of fiscal year.**
- I've completed all required Offering trainings, and GSC assigned training are progressing well with good chances of completion by End-of-FY>
- **Acquire Digital Professional Certification badge by end of fiscal year.**
I applied for the badge, have not heard back from anyone since then.
- **Earn at least one new external certification by end of fiscal year** and closeout all 'aged' certifications.
I passed AZ-300 and AZ301 this year. I completed the course for AZ-500 and got a voucher.
I plan to pass it by end of February if assignments allow for it.
I've got approval or PMI-ACP funding, and hope to be given enough time from deals to pass that by End-of-FY
- **Publish at least one DXC White Paper, Blog or Case Study on DXC Workplace or an external site.**
Contributed to the "Why Public Cloud needs

to change for Autonomous Driving" white paper.

- **Complete corporate mandated training as per defined schedules.**

To the extent to which my utilization allows for, I complete all assigned trainings as soon as possible.

- **Develop and document Individual Development Plan (IDP) with direct leader and review semi-annually.% of required training completed on time as measured by SABA.**

IDP documented and progress tracked in Saba Cloud.

- **S&O Training/Certification Report**

There are good chances, that all required will be completed by end of FY20, if given the utilization.

I do Saba trainings all the time when less than 100% utilized on deals.

Utilization & Productivity

Achieve at least 70% productive utilization.>70%

- Time recorded to productive WBS codes in CATW (for L-ES) and LMS Actuals (for L-CSC).
- ABR Sold / OSA HC as measured by S&CF Solution Enablement team.

Due Date: 03/31/2020

Status: Completed

Completion Date: 02/05/2020

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: I don't control the assignments, so I don't think this KPI is fair and in line with the DXC CLEAR values.

For example, there were instances where leadership assigned me on deals with low DHC score against my will and current assignments, and I still put my best effort into supporting these deals.

It doesn't depend on me if I'll get good assignments or not.

Section Summary

Manager Evaluation

Rating: 1 - Exceeds All Expectations

Comment: Iskren is an embodiment of the top performing Solution Architect - demonstrated himself as a role model for DXC values , as a high performer on deals, Coach to the new and not so new comers, recognized by the deals as an

Employee Evaluation

Rating: 1 - Exceeds All Expectations

Comment: Overall, I believe this was a productive year and I look forward to closing it with more success stories as well as to further developing my career in DXC.

excellent OSA, by Portfolio as an Expert and by his colleagues as a great team member. He develops ground breaking solutions and constantly thinks how to improve this companies working methods and processes, for which he deserves high acclaim! Thank you for being you :)

*Client interactions - multiple client meetings with Energy Utility Customer #2, BMW, Uniper and EON. Presented DXC at Hannover Messe, which generated a lot of follow up.

*Offering Growth (ABR): N/A

*Offering Feedback: supplies feedback to the offering on an ongoing basis, gather and constructs feedback in a very professional manner. This year there was also feedback to the regional CTO and other regional stakeholders on working methods, governance and opportunity process. Active contributor to the DevOps Guild.

*Solution Quality: Develops Out of box Solution - 6

*Stakeholder Satisfaction: Delivers on time with exceptionally high quality - 6

*Training and Certification: re-certified as Azure Architect in FY20

*Utilization: 89% YTD (Dec-19)

CLEAR Values

Client Focused

Our success derives from a deep understanding of our clients, to whom all of DXC is committed to deliver exceptional service and value.

- Develops an understanding of DXC's mission and offerings in order to provide meaningful value propositions to their client.
- Understands his/her client's mission in order to effectively and efficiently translate DXC capabilities to the client's needs.
- Proactively develops long-term relationships with clients so that DXC becomes the sought after advisor to deliver business solutions and services.
- Stays ahead of the competition by delivering innovation and thought leadership.
- Celebrates clients' successes and strives to make a difference for both the client and DXC.

Manager Evaluation

Comment:

Employee Evaluation

Comment: To me customer satisfaction has always been the highest priority, and I'm really glad that DXC has it as the first letter of the CLEAR values.

When clients are happy with the service, they will keep using it. Therefore, the client 's unique business and technological needs have always been my primary focus, secondary only to protecting DXC from financial loss.

Examples:

- Mining Industry Customer #2

- When their CTO was describing the Brumadinho dam disaster, there was a unique tone in his voice.
- It's hard to explain, but his tone was like saying "Please promise that this won't happen again if I buy your product".
- The moment, I heard this tone, I knew they will submit an RFI, so I made sure that the Account and Sales leads are aware and prepared for it.

- Robo Drive Pod

- I was the preferred Azure Architect in the Robo Drive Pod, since I designed the original Robo Drive solution.
- My work for the AD pod was instrumental in the commercial negotiations with Microsoft for a **joint Go-to-Market strategy** including negotiated discounts of 50-75% on Azure.
- Some of the work I produced includes:
 - a/ bottom up Price-to-Win and Gap analysis for Hybrid Robo Drive on Azure
 - b/ White Paper on "Why Public Cloud must change for Autonomous Driving".
 - c/ Multiple presentations to the Portfolio and Microsoft Partner Alliance
- Management's decision was that I should be de-assigned from the POD, but I'm sure that the team was happy and preferred to have me on board.

- Uniper

- For over an year now, I've been the preferred Azure SME in the Uniper account and have assisted multiple stakeholders on various matters over the past year.

Leadership

We lead from the front, displaying our integrity and using facts to support our straight talk. We create an environment for positive change built on collaboration and trust.

- Leads by example with ethical behavior through fairness, transparency and accountability.
- Models the corporate values in all actions with enthusiasm and determination.
- Makes informed, reliable and timely decisions to support the growth and success of the business based on facts.
- Inspires others and recognizes excellence, innovation and success.
- Proactively promotes a diverse and inclusive organization.

Manager Evaluation

Comment:

Employee Evaluation

Comment: I truly believe in the CLEAR values and have done my best to represent their embodiment in DXC.

I will see what others have to say, but I have done my best to stick with the below in any situation possible:

- Leads by example with ethical behavior through fairness, transparency and accountability.
- Models the corporate values in all actions with enthusiasm and determination.
- Makes informed, reliable and timely decisions to support the growth and success of the business based on facts.
- Inspires others and recognizes excellence, innovation and success.
- Proactively promotes a diverse and inclusive organization.

Execution Excellence

We insist on excellence in all we do for clients and ourselves, striving always for recognition among the leaders in our industry.

- Strives for excellence in all things.
- Expects responsibility from themselves and others.
- Embraces a profound sense of commitment to clients and colleagues.
- Consistently creates and delivers world-class products and services of the highest quality.
- Leads the industry in improving processes, solutions, technologies, and client relationships.

Manager Evaluation

Comment:

Employee Evaluation

Comment:

Again, I don't aim for anything below Excellence and expect the same from others. I cannot speak of myself, but I definitely gave as much as I could in the below:

- Strives for excellence in all things.
- Expects responsibility from themselves and others.
- Embraces a profound sense of commitment to clients and colleagues.
- Consistently creates and delivers world-class products and services of the highest quality.
- Leads the industry in improving processes, solutions, technologies, and client relationships.

Aspiration

We aspire individually and collectively to be more tomorrow than we are today.

- Looks for ways to continuously improve and be the best in our industry.
- Encourages initiative and unconventional thinking to create new solutions for our Clients and Industry.
- Proactively pursues opportunities in areas where we aspire to grow.
- Creates the environment where it is acceptable to try out new ideas.
- Believes that there is nothing we cannot do.

Manager Evaluation

Comment:

Employee Evaluation

Comment: This is perhaps my biggest vice - I am too passionate about continuous improvement. To me this is the meaning of life and I don't understand people without aspiration.

Results

We accept individual responsibility for our commitments and expect to be accountable for results.

- Describes the outputs from their work rather than the activities.
- Sets challenging and achievable goals.
- Energizes others to deliver against the goals to the benefit of one DXC.
- Drives to set DXC apart from the competition.
- Confronts obstacles and strives to overcome them.

Manager Evaluation

Comment:

Employee Evaluation

Comment: I believe DXC has a good chance of becoming a leader in the IT industry and have spent all my time making it happen. There are differentiators which set DXC apart from the competition - such as to existing accounts. There are also niches in the IT industry where DXC is a leader, such as Robo Drive.

Section Summary

Manager Evaluation

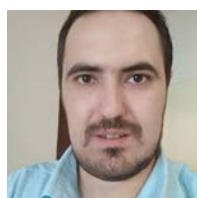
Rating: 1 - Exceeds All Expectations

Comment: Role Model!

Employee Evaluation

Rating: 1 - Exceeds All Expectations

Comment: I don't want to speak of my-self, so all I can honestly say is that I truly believe in the CLEAR values and did my best to demonstrate them throughout the year.



Iskren Svetlozarov Vichev (Искрен Светлозаров Вичев)

Solution Architect V

FY19 Year-End Performance Review - NC

Organization: 65002891 Operations & Integration
Solutioning & Commercial Functions 2 (Iva Dincheva
(20286162))

Manager: Iva Dincheva (20286162)

Location: SOV02 - Sofia Business Park B8

Evaluated By: Iva Dincheva (20286162)

04/01/2018 - 03/31/2019

Overall

Manager Overall Evaluation

Rating: 1 - Exceeds All Expectations

Comment: Iskren joined the team only at the beginning of the fiscal year, but has already demonstrated himself as a role model for DXC values and as a high performer on deals. He is recognized by the region as a Coach, by the deals as an excellent OSA, by Portfolio as an Expert and by his colleagues as a great team member.

Client interactions -Preparation and participation in customer calls. Organizing a Energy Grid Customer #1 MS Azure Demo for Energy Grid Customer #1 in March.

Solution Quality is rated very high by stakeholders

Offering feedback - proactive and really valuable feedback to the offering, sending detailed reports to the portfolio leadership, which have recognized Iskren for this.

Stakeholder satisfaction - is good, colleagues rate him high as a professional

ABR -Future Drive, Heavy Industry Customer and Skype/Policom - 17.6M\$ ABR

Pursuit Utilization - 80% YTD (Jan)

Training & Certification - 535, 537, 2 new Azure exams upcoming

Partners - heavily engaged with Microsoft (not only); secured a significant discount on Future Drive

DXC values - Role Model for DXC values

Employee Overall Evaluation

Comment: Overall, I think this was an exciting, productive and successful year for me and the company as a whole. I enjoy working with the team of bright and talented individuals at DXC and am thankful for the opportunities I've had thus far and I hope that others feel the same way, too.

I joined DXC less than a year ago, and a few months later I was already involved in top notch class A deals.

To me the fact that people who on-boarded me back in April last year are now turning to me for advice, means that DXC offers an environment that values expertise and professionalism more than organizational status and bureaucracy. This gives me hope that DXC has a tremendous potential for a brighter future with its large base of satisfied enterprise customers and talented IT professionals around the globe. I think that DXC's CLEAR values play an essential part in making this happen and I look forward to continue working with colleagues who enjoy sticking with them as much as I do. I'm excited to see what opportunities will the next year bring about at DXC.

Acknowledgement

Employee

Entered by: Iskren Svetlozarov Vichev (Искрен
Светлозаров Вичев) (75015556)

Date: 04/08/2019

Status: Acknowledged

Comment:

Goals

Client Interactions

- Organize, contribute to and participate in key customer meetings (Reviews, Presentations, workshops, demos, Due Diligence)
- Customer meetings are expected to be held in all cases apart from where customer does not specifically allow contact during procurement process.
- Effective use of customer facing skills e.g. Inquiry, Validate, Evidence, Confirmation.

Measurement

- Feedback from customer/bid team
- Meeting minutes
- Ride along from manager if possible

Targets

- Number of client interactions: 1 = 1; 3=3; 3 to 5 = 2; and > 5 = 1
- On a scale from 1 .. 5 an average feedback score of > 4

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: Throughout the FY19, I've supported several client facing events including contribution to presentations, Due Diligence sessions and demos. While I've not had the chance to travel for a customer meeting, I've taken part remotely in several client facing sessions and have produced or validated presentation material for all pursuits I've worked on.

Examples include BMW Future Drive ([OPX-0020506886](#)); Heavy Industry Customer AG Contract Renewal ([OPX-0020480615](#)); Pension Company Core System Transformation ([OPX-0020430040](#)); Energy Grid Customer #1 Europe New Infrastructure Contract ([OPX-0020561949](#)) and others, where I produced presentation material, documentation for the Due Diligence sessions and lead the negotiations with several senior level Microsoft representatives. Meeting minutes are available from all the events I've organized. In addition to the above, I am also organizing a live demo for Energy Grid Customer #1 Europe GmbH which will be held in March at customer's premises. The demo will present several of the features of our Azure Managed Services, DXC Modernization Studio and the Cloud Apps compliance tools. It will address several concerns raised by the customer around their digital transformation strategy as they move to the cloud, and we're going to show them how DXC can assist in addressing those

challenges.

Individual Training, Certifications, and Development

- * Individual completes available Offering training by end of fiscal year.
- * Individual completes available Foundation training by end of fiscal year.
- * Individual completes Spartans v3.0 White Belt for applicable offering family by June 15th.
- * Individual earns Industry and Partner certifications as defined in the certification master plan.
- * Publish at least one DXC White Paper, Blog or Case Study on DXC Workplace or an external site.
- * Individual develops and documents Individual Development Plan (IDP) with direct leader and reviews semi-annually.

Measurement:

- * IDP documented, reviewed and signed by self and leader twice per year.
- * % of required training completed on time.
- * Demonstrate knowledge acquired by sharing it either on DXC Blog, White Paper, Case Study, Workplace, team calls, etc.

Target: 100%

Due Date: 03/31/2019

Status: Completed

Completion Date: 10/11/2018

Category: Personal

Manager Evaluation

Comment:

Employee Evaluation

Comment: I've achieved 100% of the targets for this goal by obtaining all relevant training including Azure/Azure Stack capability and demo trainings; the Digital Foundation training; the Spartan's White Belt; the 70-537 Azure Stack certification and hopefully the new role based AZ-300 and AZ-301 Azure certifications in the next three weeks. I consider my skills development plan to be something very important and have actively pursued it throughout FY19. I've also been happy to share my knowledge with the rest of my team and have done so on multiple occasions. Many of my colleagues are reaching out to me with questions around MS Azure and our DXC Offering and I've always been delighted to assist. I've also helped onboarding several Azure OSAs including George Novtekov, Eric van der Plas and Bobby Crucq.

OneGSC Execution

Ensure all operational processes, status reporting and administrative tasks are completed in a timely and accurate manner.

Cross team collaboration across GSC Centers

- 1) Accurate and timely bandwidth/availability projections (LMS forecasting)
- 2) Compliance and accuracy on resource allocations and time booking in CATW and LMS
- 3) Vacation planning / back-up empowerment
- 4) ESCs teams (across Centers) operate as one organization –
 - a) Collaborate on pursuits
 - b) Exchange knowledge
 - c) Cross skilling and upskilling via joint trainings & workshops

d) Joint projects & initiatives

Measurement

'1 to 3: >90% compliance on all parameters

4a- GSC Managed deals should have resources from across 3 centers

4b & c - Minimum 1 knowledge exchange session, trainings & workshops per quarter

4d - Minimum 1 cross center project / initiative in FY18

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4a- GSC Managed deals should have resources from across 3 centers

4b & c - Minimum 1 knowledge exchange session, trainings & workshops per quarter

4d - Minimum 1 cross center project / initiative in FY18

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: I believe I've achieved 100% targets on this goal and this can be verified in some of the following ways:

- 1) LMS has been kept up to date with accurate utilization projections.
- 2) CATW time tracking was done regularly and is consistent with the information in LMS and with the actual work done throughout FY19.
- 3) Vacations were aligned with the pursuit's needs and backups have been onboarded where necessary.
- 4a) Took part in 100% of the Skype calls and meetings for the pursuits I've worked on.
- 4b) Many of my colleagues are reaching out to me with questions around MS Azure and our DXC Offering and I've always been delighted to assist. I've also helped onboarding several Azure OSAs including George Novtekov, Eric van der Plas and Bobby Crucq.
- 4c) I took part in a number of training initiatives including Instructor led training on Azure Stack from Global Knowledge and successful 70-537 certification afterwards. I also took part in other training initiatives such

as the local Azure Bootcamp event and the Red Hat OpenShift training workshops for partners and others.

All trainings assigned to me in Saba Cloud have been passed successfully.

4d) I took part in a number of joint projects and initiatives including the Microsoft Elite partner trainings and community calls and the NCE Skills Development program.

Partner involvement

'- Incorporate partners as part of solution design. include partners in your solutions. (if partner play's a prominent role in your solution, setup call with partner SPOC, to agree on collaboration plan.)

- Actively participate in Partner events (trainings, demo's, etc.)

Measurement:

Periodic check by management, partners consulted on engagement levels by pursuit and give feedback on their involvement on a monthly basis.

Target:

- Active solution support /involvement of Key partners in deals with relevant scope/complexity, effective usage of partners to offload detailed work (aka detailed tech design and BOM creation)

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Strategic

Manager Evaluation

Comment:

Employee Evaluation

Comment:

As an Azure Architect, Microsoft are always a key stakeholder in my solutions. I involve them in all the deals I'm working on and have my contacts within their organization. Microsoft are a key stakeholder in virtually any deal that DXC takes part in. They often have a good insight into our competition's solutions and to the needs of their customers. Therefore, maintaining good relations with Microsoft is very important to me.

Typically, I work with customer's Account Executives at Microsoft on identifying the best pricing strategy on Azure depending on their current contracts and agreements with Microsoft. I also sometimes engage subject matter experts to confirm if a certain product or feature in their roadmap will be generally available by the time we onboard the customer. I've also had to go above and beyond in collaborating with Microsoft on several occasions.

Examples include:

- Contributed to the development of the SAP on Azure Offering by engaging Microsoft engineers for SAP to resolve a number of problems of the solution architecture.
- Supported the Azure Stack Offering leadership on developing the solutioning process for Managed Services on Azure Stack as well as in bench-marking its pricing strategy.
- Engaged subject matter experts from Microsoft in the area of Autonomous Driving for BMW Future Drive ([OPX-0020506886](#)) and worked with them to validate the technical design of our hybrid solution architecture that was proposed to BMW.
- Lead the negotiations with senior level Microsoft representative for a 75% discount on Azure that was necessary for the BMW pursuit. The fact that such discounts were even possible was not known in DXC until I stepped in.
- By maintaining good relations with AP Pension's Microsoft Account Exec, I was able to gain useful insight around their decision to outsource the infrastructure to another partner.

I also participate in regular Azure Management Elite community calls, where Azure technologies in development are being introduced to partners under NDA.

Besides Microsoft, I've also engaged several other partners to obtain BOMs, develop technical solution design or participate in training events, including:

- HPE
- Dell EMC
- Iternity
- NetApp
- Pure Storage
- Veritas
- VMWare and others

Project Pivot

* Lead with cloud apps solutions

* Complete cloud app training including bootcamp

Measurement:

Completed Training 100%

Target:

All cloud deals carve out at least one workload as a vehicle to position cloud apps services and true transformation into MODE2 and cloud native, even if its unlikely that the client will contract for this on day1.

Due Date: 03/29/2019

Status: Completed

Completion Date: 10/11/2018

Category: Strategic

Manager Evaluation

Comment:

Employee Evaluation

Comment: I took part in the Project Pivot training bootcamp and have since been able to apply some of the knowledge obtained there.

Stakeholder Satisfaction

'- Act as a trusted advisor for key stakeholders from offering, sales, and delivery.

- Provide periodic, quality and formal feedback to key stakeholders that will improve individual efficiency:

** Reach out to Direct manager for issues with key deliverables in deals, inadequate staffing of deals, no/lack of support of core team in customer facing activities

** Reach out to offering managers/leads in particular for class A & B deals with complex solution or deviations from standard.

** Involve SE and direct manager when due to holiday's deal deliverables can't be met.

Measurement

amount of escalations.

Target:

NO/Minimum amount of escalations.

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: I cannot speak on behalf of my colleagues, but believe to have worked diligently to meet all of the requirements stated in this goal have been met. I hope that all colleagues I've worked with were satisfied with my work.

Team Offering Feedback

* Provide periodic, quality and formal feedback to leader (or thru feedback loop e.g. IaaS & hosting team, public cloud, SAP etc) that will improve offerings, including regional variances that need to be addressed.

Measurement:

*Written documentation of offering feedback to leader (or thru feedback loop) which includes what is working well, what is not working well, recommendations, deal references, and impact.

Target: Quarterly

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Strategic

Manager Evaluation

Comment:

Employee Evaluation

Comment: I've been keeping in touch with the Azure Offering almost on a daily basis and have

always tried to provide constructive feedback to the Offering leadership. I also filled in all of the DXC Win-Loss Deal Team Surveys, trusting that this information will be relayed to the senior leadership.

An example of such feedback includes generating reports from several deals where private, public and hybrid cloud were involved and highlighting the conditions under which each of these landing zones is the most beneficial from financial perspective. This feedback was sent out to the senior Offering and Sales leadership, who were interested in it and followed up in revising the pricing strategies.

Team Offering Growth

Support Offering Growth ABR, FFYR, TCV

Measurement:

Sold ABR, TCV and FFYR

Target:

Attainment of CPS Targets by region

Performance Relative to Peers

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: I've contributed to a number of winning opportunities including the Class A BMW Future Drive deal ([OPX-0020506886](#)), which was said to be the largest win in the NCE region for FY19.

Team Solution Quality

* Team develops compelling SOAPS and solution components as a result of client interactions.

* Team documents and uploads solution documentation, including SOAP, solution design components, solution standardization, and required documents in TSS.

* For won deals, team provides adequate turnover to delivery.

* Ensures that winning solutions are not 'red' due to solution defects.

Measurement:

* High quality artifacts / documentation in TSS on a timely basis for end to end deals supported, including:

- Client interactions tracked
- SOAP loaded into TSS
- HLS loaded into TSS
- Solution Blueprint loaded into TSS

* No 'red' engagements due to Solution Design.

Target: 100%

Due Date: 03/29/2019

Status:

Completion Date:

In Progress

Category: Client Satisfaction

Manager Evaluation

Comment:

Employee Evaluation

Comment: I've provided my input in TSS and non of my pursuit have the Red status due to incomplete solution design.

Team Utilization

Team achieves at least 70% productive pursuit utilization.

Measurement

Time recorded to productive WBS codes in CATW (for L-ES) and LMS Actuals (for L-CSC).

Target: Pursuit Utilisation > 70%

Due Date: 03/29/2019

Status: In Progress

Completion Date:

Category: Financial

Manager Evaluation

Comment:

Employee Evaluation

Comment: Despite the number of training initiatives I was engaged in, I've always had pursuits to work on which is visible in CATW and LMS where my utilization would often go beyond 120%. Working overtime and doing trainings while on vacation are not at all uncommon to me.

Section Summary

Manager Evaluation

Rating: 1 - Exceeds All Expectations

Comment: Iskren joined the team only at the beginning of the fiscal year, but has already demonstrated himself as a role model for DXC values and as a high performer on deals. He is recognized by the region as a Coach, by the deals as an excellent OSA, by Portfolio as an Expert and by his colleagues as a great team member. Client interactions -Preparation and participation in customer calls. Organizing a live MS Azure Demo for Energy Grid Customer #1 in March. Solution Quality is rated very high by stakeholders
Offering feedback - proactive and really valuable feedback to the offering, sending detailed reports to the portfolio leadership, which have recognized Iskren for this.
Stakeholder satisfaction - is good, colleagues rate him high as a professional
ABR -Future Drive, Heavy Industry Customer and Skype/Policom - 17.6M\$ ABR
Pursuit Utilization - 80% YTD (Jan)

Employee Evaluation

Rating: 1 - Exceeds All Expectations

Comment: I think that FY19 was a very productive and successful year for me and for DXC overall. I joined DXC on April 2nd and was able to quickly integrate in the S&CF community. I enjoy working with the teams of bright and talented individuals at DXC and I think the company has the potential to grow as a leading provider of Digital Transformation solutions and I've done my best to contribute to making this happen.

I am not sure if all of the expectations are possible to exceed, but where possible, I have always pushed hard and tried to go above and beyond in contributing to the success of the organization..

Training & Certification - 535, 537, 2 new
Azure exams upcoming
Partners - heavily engaged with Microsoft
(not only); secured a significant discount on
Future Drive
DXC values - Role Model for DXC values

CLEAR Values

Client Focused

Our success derives from a deep understanding of our clients, to whom all of DXC is committed to deliver exceptional service and value.

- Develops an understanding of DXC's mission and offerings in order to provide meaningful value propositions to their client.
- Understands his/her client's mission in order to effectively and efficiently translate DXC capabilities to the client's needs.
- Proactively develops long-term relationships with clients so that DXC becomes the sought after advisor to deliver business solutions and services.
- Stays ahead of the competition by delivering innovation and thought leadership.
- Celebrates clients' successes and strives to make a difference for both the client and DXC.

Manager Evaluation

Comment:

Employee Evaluation

Comment: To finding solutions to our client's business needs and bridging the gap between these needs and DXC's offering and capabilities is the single most important duty of Offering Solution Architect. As such, it has been my top priority for me as a DXC employee. And I think my commitment to DXC's CLEAR values has helped DXC in making a difference to our clients.

Leadership

We lead from the front, displaying our integrity and using facts to support our straight talk. We create an environment for positive change built on collaboration and trust.

- Leads by example with ethical behavior through fairness, transparency and accountability.
- Models the corporate values in all actions with enthusiasm and determination.
- Makes informed, reliable and timely decisions to support the growth and success of the business based on facts.
- Inspires others and recognizes excellence, innovation and success.
- Proactively promotes a diverse and inclusive organization.

Manager Evaluation

Comment:

Employee Evaluation

Comment: I believe I was able to contribute to establishing DXC as a leader from the front. I've done so in some of the following ways:

- By striving to become the living embodiment of DXC's CLEAR values and lead by personal example
- Trying to adhere to corporate processes as much as possible, while never overstepping the CLEAR values because of processes

- Obtaining as much info as possible, in order to base my solutions on facts and less so on assumptions.
- Ensuring that people who bring excellence, innovation and success to the organization have been recognized to the best of my ability
- Referring four external candidates for positions at DXC, thereby promoting a diverse and inclusive organization.

Execution Excellence

We insist on excellence in all we do for clients and ourselves, striving always for recognition among the leaders in our industry.

- Strives for excellence in all things.
- Expects responsibility from themselves and others.
- Embraces a profound sense of commitment to clients and colleagues.
- Consistently creates and delivers world-class products and services of the highest quality.
- Leads the industry in improving processes, solutions, technologies, and client relationships.

Manager Evaluation

Comment:

Employee Evaluation

Comment: I believe that striving for excellence is the way to drive continuous self-improvement and growth. Therefore, for me this is not merely a goal, but a value that brings meaning to life. Execution Excellence as described above is what I've been striving to do as much as possible and I hope that the colleagues I worked with will confirm that I actually made it happen throughout FY19.

Aspiration

We aspire individually and collectively to be more tomorrow than we are today.

- Looks for ways to continuously improve and be the best in our industry.
- Encourages initiative and unconventional thinking to create new solutions for our Clients and Industry.
- Proactively pursues opportunities in areas where we aspire to grow.
- Creates the environment where it is acceptable to try out new ideas.
- Believes that there is nothing we cannot do.

Manager Evaluation

Comment:

Employee Evaluation

Comment: When Solution Consultants turn to me for support with Microsoft Azure, it's usually because they're looking to bring innovation to their solution. Microsoft Azure has a lot to offer and may bring considerable benefits to businesses when used appropriately. However, it is also changing constantly as Microsoft are constantly bringing improvements and bringing in new services to the game. It is often hard for the DXC Managed Service offering to catch up with these improvements and delivery are often

skeptical towards innovative solutions.

To me, the most important thing has always been what technology will be most useful to the client, whether that's currently available or on Microsoft's roadmap. How DXC is going to deliver the service in a way that is beneficial to both DXC and the customer comes on second place, albeit the heavy work that is concentrated in there.

Due to the nature of the work, the aspiration of improving the DXC Offering and designing innovative solutions is a must in order to be successful as an Azure Architect. There is a lot to improve and build on within DXC and my biggest aspiration is to help making it happen.

Results

We accept individual responsibility for our commitments and expect to be accountable for results.

- Describes the outputs from their work rather than the activities.
- Sets challenging and achievable goals.
- Energizes others to deliver against the goals to the benefit of one DXC.
- Drives to set DXC apart from the competition.
- Confronts obstacles and strives to overcome them.

Manager Evaluation

Comment:

Employee Evaluation

Comment: Taking ownership of the work and being accountable for the work I do has been very important to me. I've done my best to keep up with my commitments at DXC, whether they're part of my job description or not. This has often meant staying off hours or working throughout the weekend. I am happy to be of assistance when I'm needed, and would never try to escape from responsibility or wash my hands with someone else.

I think DXC can do more to improve it's internal processes and align them better with the R in our CLEAR values. While everyone is accountable for their deliverables, some processes seem to be designed so the risk of failure is spread between too many people. While this is certainly understandable and good, it is often costly, time-consuming and often troublesome in terms of accountability. For example, in the pursuit support process often causes a disconnect between the idea of the solutioning team at the pre-sales stages and what actually gets delivered. We

often struggle with convincing the delivery organization that the solution will work fine.

I'm more than happy to be accountable for delivering the solutions I propose, and I think this will be more in line with the R in DXC's CLEAR values than the current pursuit support process.

Section Summary

Manager Evaluation

Rating: 1 - Exceeds All Expectations

Comment: DXC Values Role Model!

Employee Evaluation

Rating: 1 - Exceeds All Expectations

Comment: I see myself as a living embodiment of DXC's CLEAR values in the way that they have been described above and on the training sessions and I hope my colleagues will confirm this.